Summary of the Proposed Kansas Workers Compensation Voluntary Loss Cost and Assigned Risk Rate Filing Effective January 1, 2027

The National Council on Compensation Insurance (NCCI)[1] is pleased to provide this summary of the proposed workers compensation insurance voluntary loss cost[2] and assigned risk rate[3] filing, which was submitted to the Kansas Department of Insurance for its review and approval under separate cover on September 2, 2026.

The filing proposes a –1.9% decrease to the current loss costs for the voluntary market and a –1.4% decrease to the assigned risk market rates, on average, effective January 1, 2027.

Kansas Overview

The proposed filing is based on Policy Years 2022, 2023, and 2024, evaluated as of year-end 2025. The overall change reflects the combined effect of continued declines in claim frequency, atypical large losses, and a recent legislative reform. Taken together, these factors exert somewhat offsetting pressures, leading to the recommended –1.9% decrease to voluntary loss costs, on average.

Claim frequency in Kansas has exhibited a long-term decline, and that trend continued during this filing's experience period, with frequency declining by approximately 20% on a cumulative basis across the three years.

The experience period also includes more reported losses from claims exceeding $500,000 than is typical. In particular, Policy Years 2023 and 2024 each have more reported losses from such claims than prior years at the same points in time. In contrast, Policy Year 2022 has a less notable volume of large losses.

This filing includes data impacted by Kansas Senate Bill (SB) 430, which took effect on July 1, 2024, and amended various benefit provisions. As a result, claims occurring on or after the bill's effective date are expected to incur higher indemnity benefit costs. Accordingly, this filing proposes an increase to the selected indemnity loss ratio trend (the estimate of how indemnity loss ratios are expected to change over time). While this year's selected indemnity loss ratio trend remains negative due to the expectation of continued decreasing claim frequency, the impact of SB 430 resulted in a less negative indemnity loss ratio trend selection compared to last year's filing.

Assigned risk rates reflect updated assigned risk expenses, which exhibit upward pressure on the assigned risk rate level change, resulting in a less negative change than the voluntary indication.

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[1] NCCI is a licensed rating organization authorized to make recommended loss cost and assigned risk rate filings on behalf of workers compensation insurance companies in Kansas. NCCI's filings are objectively prepared, using widely accepted actuarial ratemaking methodologies.

[2] "Loss cost" refers to the portion of workers compensation rates that are filed by the rating organization and are allocated to pay losses but not carrier expenses. Some states include certain carrier expenses and assessments in the definition of "advisory loss costs." Carriers can use the approved loss costs as the basis for their rates, typically adjusting them for expenses with a loss cost multiplier.

[3] The assigned risk rate is filed for use on policies written through the Assigned Risk Plan, a program established by state insurance regulatory authorities that sets the rules and procedures for providing insurance coverage to parties that are unable to obtain coverage in the voluntary market. For the assigned risk market, NCCI files a full rate that includes the Servicing Carriers' expenses.

Countrywide Overview for NCCI States

The Calendar Year 2025 combined ratio (a measure of overall underwriting profitability) for workers compensation was 91%, a change from 86% for Calendar Year 2024. The change is primarily due to an increase in the loss and underwriting expense ratios.

In 2025, voluntary market net written premium decreased by 1.5% from 2024. Residual market premium in states where NCCI serves as Plan Administrator also continued to decline—a trend that has persisted since 2014.

Payroll, as the exposure base, is a key component of workers compensation premium. From 2024 to 2025, payroll increased 4.8%, while employment rose just 0.5%. A significant portion of payroll growth appears to have come from higher wages, which were up an average of 4.3% in 2025. Employment growth was largely driven by the health care sector.

Claim frequency and severity reflect both the incidence of workplace injuries and the cost of those injuries when they occur. Lost-time claim frequency (claims with days away from work) continues its long-term decline across all NCCI states, decreasing by 2% from 2024 to 2025, after accounting for changes in pay levels. This decline is more moderate than the long-term average and the experience in recent years.

Lost-time medical claim severity in 2025 grew by 4%. Increased utilization of medical services remains the primary driver, though results vary by state based on the mix of services used and applicable medical fee schedules. Lost-time indemnity claim severity in 2025 is also estimated to be 4% higher than in 2024 because indemnity benefits largely reflect wage growth.

Conclusion

Overall, the workers compensation system remained healthy in 2025. Long-term declines in lost-time claim frequency continued to help offset upward pressure on system costs from higher medical and indemnity claim severity. Payroll growth and a combined ratio below 100% are further indicators of the system's overall financial soundness. Collectively, these trends point to a well-functioning workers compensation system, recognizing that results can vary based on industry composition, carrier experience, and state-specific factors.